



DON RAB/TRC Training Workshop



Understanding RABs

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Understanding RABs

About Restoration Advisory Boards



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- Who?
- Why?
- What do they do?
- What don't they do?



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Purpose of RABs

- Review the environmental activities of the Navy and Marine Corps Installation Restoration program at Navy and Marine Corps installations



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Who?

- A diverse and balanced group of individuals who reflect a wide variety of interests and concerns with DON environmental restoration
- Community members reside in, own property in, or serve the interests of the specific community
- Environmental Protection Agency representatives, state regulatory agencies, and appropriate Navy IR program management personnel.

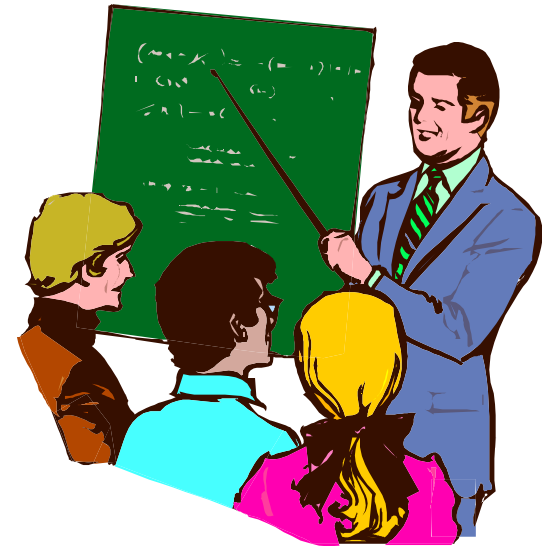


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Why?

- RAB participation ensures consistent public involvement in the cleanup process
- RABs are based in policy, not a legal requirement





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What Do They Do?

- Promote community awareness
- Obtain constructive community review and comment on environmental cleanup activities
- Serve as a conduit that enables early and continual two way flow of information, concerns, values and needs between the community and the installation



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What Do They Do?, cont'd

- Provide information, suggestions, and community input to be used by the Navy and Marine Corps in making decisions on investigations and cleanup activities
- Develop a clear understanding of their mission and operating procedures that enable effective mission completion



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What Don't They Do?

- Do not make decisions on environmental restoration activities.
- Do not vote on issues or make recommendations as a body.
- Do not operate as consensus groups.



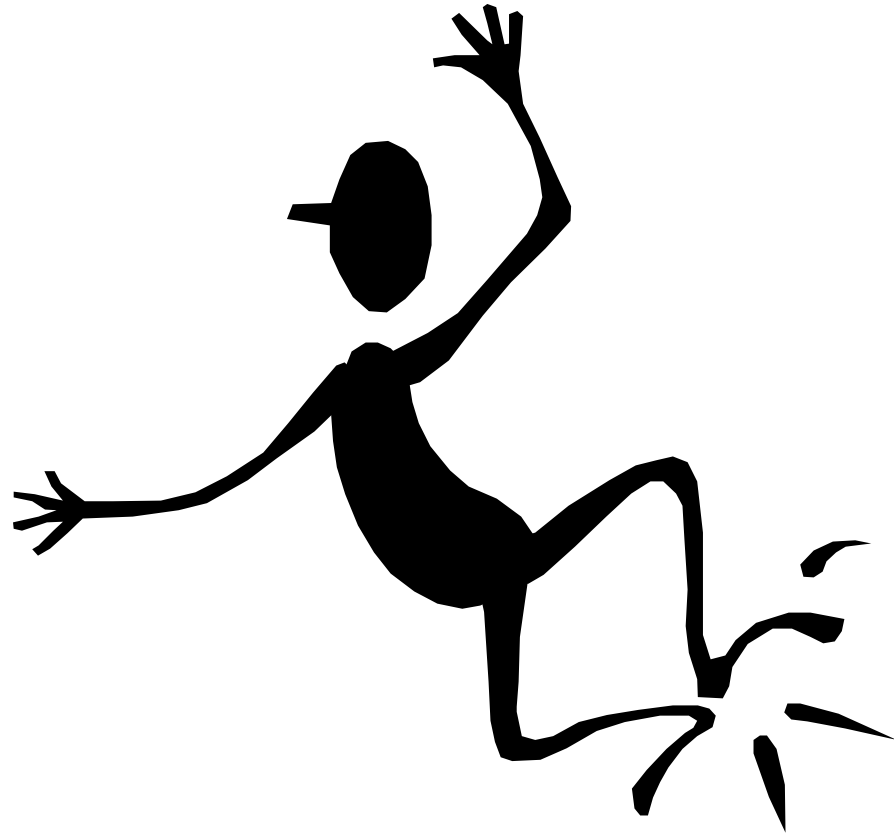
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Overall Process of RAB Organizational Development



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- Pre Entry
- Forming
- Storming
- Norming
- Performing
- Adjourning
- Follow up





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Pre Entry

- What is your mind-set as you enter
 - Partnering
 - Teaming
 - Advocacy
 - Adversarial



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Forming

- Anticipation and enthusiasm run high
- The “honeymoon”



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Storming

- Inevitable disagreements, misunderstandings, power struggles
- Difficult and frustrating time
- Could chase away valuable members if not reconciled quickly
- Some RABs never get out of this stage



Norming

- The way out of the storms
- A time for implementing rules, conventions, processes, problem-solving procedures, decision-making approaches
- Necessary time and energy investment
- Will not reach next stage without this stage



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Performing

- This is where you want to be—actually performing the job
 - Difficult to stay here
 - Continually changing membership patterns make it tough



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Adjourning

- RABs disband once the final site has achieved response complete
- Process of RABs mirrors the installation restoration process
- “End with the beginning in mind”



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Follow Up

- Some RABs may need to reform for the Five Year Review process



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Great Rules for RABs

- People stay involved in effective and efficient organizations that meet the needs of the participant



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Great RABs...

- Understand and agree upon their mission
- Are proactive, “big picture” organizations
- Have members who treat one another with respect
- Communicate
- Have members that put effort into trying to understand and to be understood



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Great RABs...

- Have a system; they have real agendas, actions, and priorities...and act on them
- Earn solid support from top levels of the installation
- Have lots of interaction between meetings
- Genuinely share leadership
- Put processes in place that “break the cycle of interminable argument”



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Great RABs...

- Provide their membership with a sense that member participation, input, and effort is valued and appreciated
- Do not whine and they do not tolerate tantrums
- Take responsibility and accept the realities of their task
- Realize that if it was easy, anyone could do it!



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Where to from here?

- Use your new knowledge
- Build a support team
- Call for help when you need it



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Questions??

